



“Critical Issues for Implementing a Succession Planning System”

Synopsis: This class will examine the business case for succession planning and talent management systems in today’s global environment. The various aspects of the development process will be discussed in relation to their effect on the Human Resource areas. The data model for effective succession planning and talent management systems will be developed as well as the required functionality necessary. Data collection will be examined in detail as the critical factor in the successful deployment of these types of systems. Recommended reporting requirements will also be discussed.

The technical options available for the actual implementation of such systems will be explored. The pros and cons of internal versus external development will be discussed as well as the various technical components necessary to develop systems. Vendor evaluation worksheets will also be presented for discussion.

Project planning and implementation issues will be reviewed. The staffing implications during implementation and the ongoing staffing requirements will be examined.

Attendees will receive all handouts that include all visuals and overheads used. Sample data collection web pages, suggested database elements and reporting layouts are also included.

Learning Objectives: This class will enable attendees to understand the steps and issues necessary to automate their company succession planning and talent management processes. Attendees will learn to avoid the critical pitfalls during implementation and learn the areas that will ensure maximum system effectiveness. Attendees will learn the relationship among various HR processes and the systems that bind them.

Who Should Attend: All personnel and team members involved in the implementation and design of the succession planning and development system should attend. Internal IT staff would benefit from the process explanations and, in particular, the implementation issues around both the process and technical considerations. Human Resource managers and executives will benefit by the understanding of the implementation realities and timelines.

Class Instructor/Resume: Mr. Nardoni is the founder and a principal of Nardoni Strategic Solutions which provides a variety of human resource and information technology consulting services.

In 1984, Ren founded NAI (Nardoni Associates, Inc.), the internationally known succession planning and 360-assessment software company. As President of NAI, Ren built a company that developed well-known products such as SUCCESSION PLUS (the

premier succession planning and development software for Fortune 500 companies); 360 On The Net (a web-based multi-rater assessment and development tool); Incentive Compensation System (a team-based compensation system); plus a variety of custom human resource applications. At NAI, Ren consulted with clients such as Merrill Lynch, TimeWarner, The World Bank, Sempra Energy, ConocoPhillips, Nike, Ericsson, Marriott, IBM, Exelon, Philip Morris, Johnson & Johnson, Chase Manhattan and AT&T. London-based Pilat Technologies International acquired NAI in 1997. Until 2008, Ren served as SVP – Business Development at Pilat.

Ren is an internationally known speaker on the automation of human resource processes and has developed workshops and classes for the AMA, the Human Resource Planning Society, IHRIM, Linkage and many private organizations. Ren has given over 50 presentations and has written 24 articles and book chapters on various HR topics. Ren has served on the Board of Directors of the New York HRIMS and was the Editor of its newsletter. He has been Contributing Editor to Personnel Magazine and Computers in Personnel.

Ren spent over 16 years with AT&T in a variety of IT, financial and human resource positions. In 1982, as a founder of Human Resource Technologies, Ren designed and developed one of the first commercially available PC-based HRIS products.

Prerequisites: Some knowledge of succession planning processes would be helpful. Technical systems knowledge not required. Any technical areas will be fully explained in lay terms.

Class Duration: The class is offered as a one or a two-day version depending on the depth necessary by the client. The class content can be modified or expanded based on the client's exact requirements.

Fees: The class fee *per day* is \$3,200 for the first four (4) attendees and \$500 for each additional attendee. The client is responsible for all travel expenses and for the training facility and equipment.

Scheduling: To arrange for an on-site class, please contact:

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